



Partnership Zone Working Group

6th Recruiting Brigade

Command Brief















Commander's Intent

Purpose: create a collaborative environment for our partners to develop immediate and specific actions to accomplish the FY 12 AR mission while setting conditions for a successful partnership in FY 13 and beyond

Key Tasks:

- Develop a common understanding of the operating environment
- Develop best practices/TTPs for vacancies, training seat losses, and partnering
- Identify immediate actions to close out the FY 12 AR mission
- Identify new and innovative partnering in an increasingly resource constrained environment

Endstate: the Command and the PZ partners depart with a common understanding of the operating environment and established agreements, set to achieve mission success for FY 12 and set the conditions for FY 12.

6th Recruiting Brigade Outriders

- Serve...not a Right
- Remember Where You Came From -**Life is Tough There Too!**
- Anticipation is the Key to Success Look Ahead and be Proactive
- Don't be Afraid to be Innovative...Change can be Good
- Relationships...Internal / External (Fellow Cdrs/CSMs, AAC, CC)
- Leadership and Professionalism
- Soldiers are Our Co-FOGUS AREAS (FY12)
- Recruiting the Profession of Arms
- Exhibiting the Highest Standards of Professionalism...both 2. On/Off Duty
- Focusing on/Excelling in Small Unit Recruiting
- Selecting only those with the Highest Qualifications...and 4. genuine Desire
- **Expanded Presence in High Schools/Colleges** 5.
- **Effective/Responsive Future Soldier Programs** 6.
- 7. **Positive Leadership Environments**
- 8. Taking Care of Our People and Families
- **Updating the Perceptions of Influencers** 9.
- Expanding our Partnership with America

Internal: Patriot Season Surge Summer Sustainment Next FY School Program **FSTP Maintenance** Safety/Risk Management Family Covenants

As of: 25 APR 12

CG FOCUS AREAS (3RD QTR) External:

Next FY Mission Planning Next FY Resource Planning **Army Partnerships**

OUTRIDER BRIGADE

Are we doing the right things; Are we doing

thing's right; What are we missing?"

The Outrider Brigade conducts recruiting operation to achieve missions and provide the strength for a transforming, relevan ready combat force while the Nation is at war.

Vision Statement:

- 100% Mission Accomplishment by recruiting a quality force through integrity, dignity and respect
- A team of Warriors, who with the Warrior Ethos and Wellbeing, are well motivated, well disciplined, well trained, and technically and tactically competent
- A Brigade where Soldiers and Families want to serve and grow personally and professionally; composed of **strong** networks of Families and Family Readiness Groups

FY 12 Theme

Winning through Execution, the Warrior Ethos, and Wellbeing

- Be an "AmeriCAN", not an "AmeriCAN'T"
- You can't have the Hooah without the Dooah

Enduring Tasks:

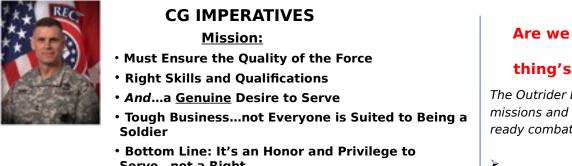
- Army Values, Warrior Ethos and Integrity
- Well Being of Soldiers, Civilians and Families
- **Precision Mission Accomplishment**
- Small Unit Recruiting (SUR) Cultural Transformation
 - Outrider 8
 - Schools Program and Senior Market Expansion
 - Soldier Leader Development
 - Targeting/ Shaping
 - Future Soldier Training Program (FSTP)

Sustain PZ Synergy

- Leveraging Technology
- Social Networking
- Fiscal responsibility / ROI

Quarterly Focus:

- Leader and Unit Continuity
- High School Programs (3QTR thru 1QTR)
- SY 13 Shaping Operations
- Targeting/ Shaping/ Set Conditions
- PAE execution
- Training Focus to shape the Environment (4QTR)
- FY 13 Budget Preparation

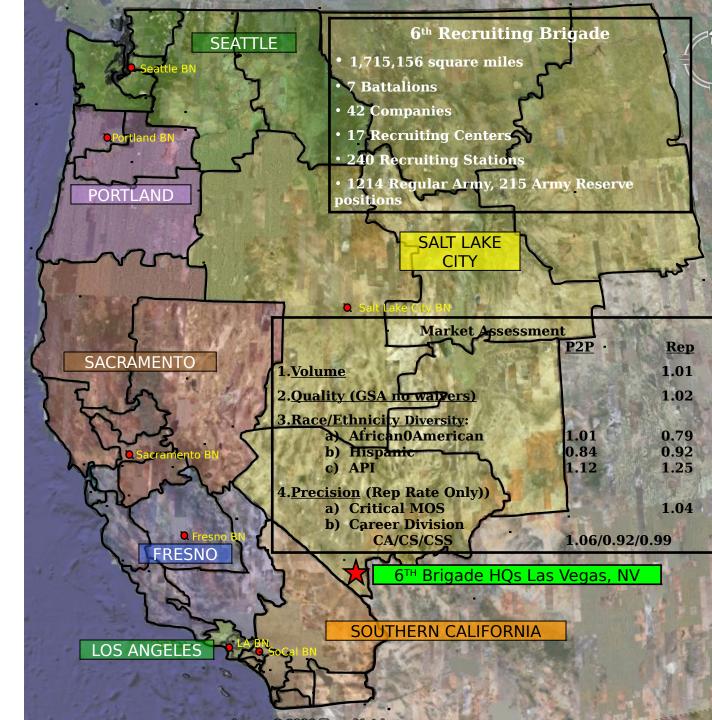


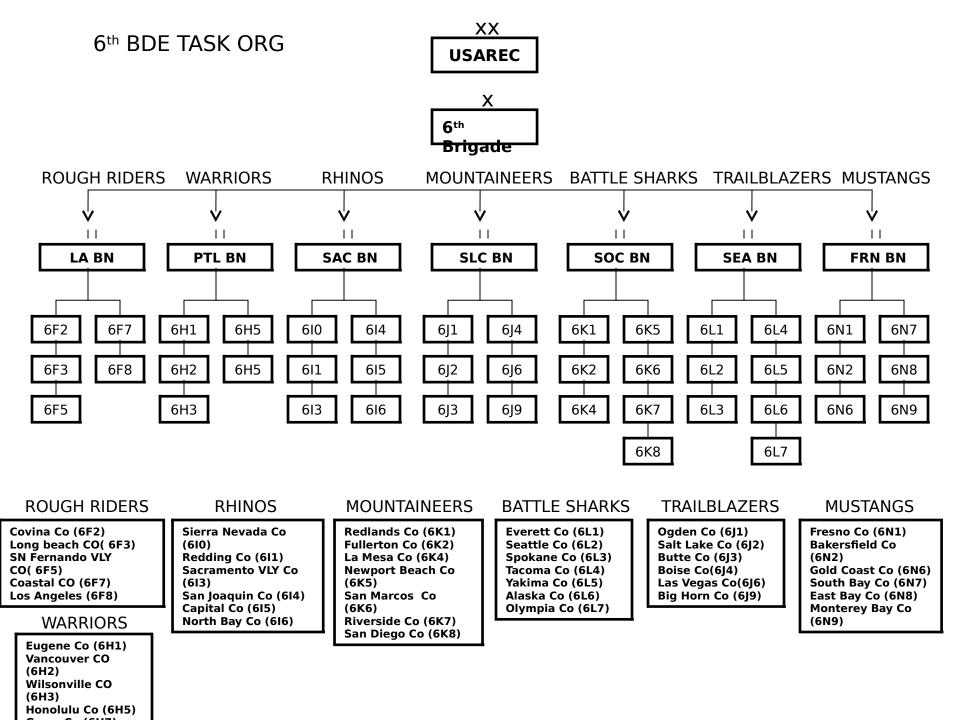








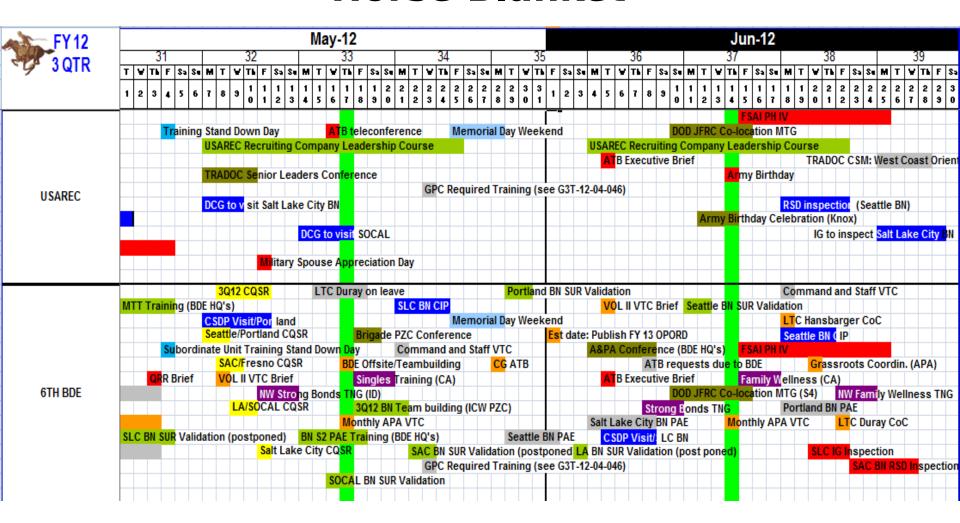








FY 11 PZC Actions Horse Blanket







Interactive Work Group

- 50 Mile Letters: Discuss 1st, 2nd, and 3rd order effects this has on filling unit vacancies
- **Unit specific, unique task:** Discuss what if any unit specific or unique tasks are in use/place by/at the unit to assist in the recruiting effort
- **PS Will train Y/N:** Discuss the possibility to place a PS Soldier with a similar MOS into a "WT No" position; What can be done to increase the # of WT Yes as opposed to WT No; and what can be done to flip the No's to Yes's
- Lack of skill level 10 NPS: Discuss ideas to increase the # of skill level 10 authorizations a unit can have
- How to leverage COI's and Grassroots Leaders: Discuss ideas to better leverage COI's and Grassroots leaders in the community to get after the PS mission
- Cross-leveling:
 - **(This is what happens)** Recruiting Command is missioned against unit vacancies for new command/unit and simultaneously, Soldiers in deactivated unit(s) are cross leveled to the same new unit. When this occurs, Recruiting Command is prevented from filling these vacancies although they are missioned: Discuss what if anything can be done to prevent this from occurring
- **Special Missions:** 09L: Discuss ways to leverage your 09Ls to assist with recruiting more 09Ls; AR OCS: Discuss ways to better advertise/post officer vacancies and improve the interview process (i.e. having better access to whomever conducts the interview at the unit and recruiting personnel when an interview is needed)





Interactive Work Group

Training Seat Losses

- Standard/Alternate Training Programs: Discuss ways to better identify and manage training seat(s) when future Soldiers are unable to attend training as scheduled
- Communication between AR units & Battalion Ops: Discuss TTPs to improve communications between units and associated recruiting BNs when training seats are cancelled and Soldiers are discharged





Interactive Work Group

Partnering

- How do we accomplish the remaining mission: Discuss what we can do now to accomplish the mission; Discuss how we can better partner to accomplish the mission
- **More integration into TPUs:** Discuss TTPs to improve/integrate with TPUs (i.e. more frequent meetings, attending each others training/TPU staff meetings, increased involvement in each others day to day activities, and identify TPU losses earlier vs. later)
- Where do we find the right PS: With regard to PS skill level 10, 20, and 30 vacancies, discuss TTPs to locate this hidden population; how do we work together to draw them out and guide them to us





QUESTIONS?